



# Oklahoma Business Ethics Consortium

## PINNACLE



## NAVIGATOR



## STAR



**REMINDER:  
PLEASE PICK  
UP CPE'S AT  
CONCLUSION  
OF EVENT.**

## OKC CHAPTER AGENDA • JANUARY 16TH, 2018

### I. Welcome & Kudos

Mark Nance, *Honorary Chair*  
Vice President, American Fidelity Assurance Co.

### II. Presentation of Star Member Honors

Oscar Womack, *OK Ethics Board*  
CEO, Coherent Contracts

### III. Upcoming Events

Shannon Warren, *OK Ethics Founder/CEO*

- **The SEED Foundation Annual High School Ethics Bowl**  
January 19  
OSSM
- **Awards Applications Due**  
March 29, 2019
- **"Same Kind of Different As Me"**  
February 25
- **Unity in the Community**  
(March - TBD)
- **Annual Awards**  
Roy Spence, *The Purpose Institute*  
April 23

### IV. Guiding Principle

Mark Nance

### V. Presentation

**Responsibility: Making the World a Better Place**

*Emerging Issues in Environmental, Social Responsibility and Governance*

Moderator:

Randall Ross, *Oklahoma Accountancy Board*

Panelists:

Chris Kirt, *Devon Energy*

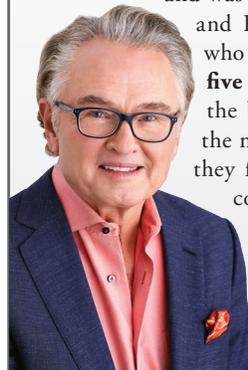
Miles Tolbert, *Chesapeake Energy*

Kaitlyn Allen, *Global Affairs Associates (Houston)*

Dan Torpey, *EY (Dallas)*

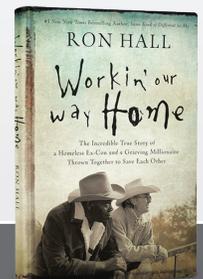
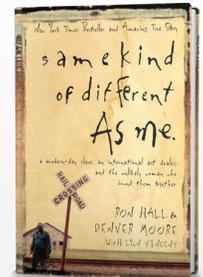
## SAME KIND OF DIFFERENT AS ME

Hear Ron Hall, author of *Same Kind of Different as Me* give his personal account of his unlikely relationship as an art dealer with a homeless man who threatened to kill everyone in sight. **His book was highlighted in the *New York Times* Bestseller list for 3-1/2 years** and was later made into a movie starring Greg Kinnear and Renee Zellweger. Inspired by "regular" people who make serious mistakes, it was **among the top five faith-based films in 2017**. And, if you've read the book, this is your chance to learn more about the next phase in the lives of Ron and his friends as they faced life with courage, humility, honesty and commitment. It is a compelling story that fills us with hope and optimism.



**Recommended for 1 CPE in Behavioral Ethics at the basic level.**

**Advance registration required.**



**MONDAY, FEBRUARY 25<sup>TH</sup>**

11:30 AM to 1:00 PM • Cox Convention Center

# REMINDER: PLEASE PICK UP CPE'S AT CONCLUSION OF EVENT.

## HELP! VOLUNTEERS NEEDED

Time Commitment:

**3 hours**  
per month

**Pay: \$0**

### Qualifications:

Pleasant, helpful, gracious and reliable. Must be an enthusiastic OK Ethics member

### Benefits:

Priceless Appreciation for achieving OK Ethics vision

### Interested? Contact These OK Ethics Leaders:

Volunteer Coordinator: **Sally Boyd** at (405) 272-1858 or via email at [SBoyd@wdoil.com](mailto:SBoyd@wdoil.com)

Ambassador Team: **Daniel Yunker** at [dyunker@kimray.com](mailto:dyunker@kimray.com)

### VOLUNTEER APPRECIATION:

OK Ethics relies primarily on volunteers to achieve the organization's successful pursuit of Oklahoma's values of integrity at work. It takes leadership and teamwork to host these exciting events and we salute your dedication in achieving OK Ethics' mission! Listed below are today's volunteers who consistently provide service to our members:

### AGENDAS:

Many thanks to the volunteers from **Metro Technology Centers** who provide our monthly agendas.



### AMBASSADOR TEAM:

These friendly people welcome our guests each month and assist in helping them locate seats. They also arrive early to help distribute agendas and assist with name tags.

**Special Thanks to Sally Boyd, Volunteer Coordinator.** Please contact Sally at (405) 272-1858 or via email at [SBoyd@wdoil.com](mailto:SBoyd@wdoil.com) if you wish to volunteer for the Ambassador team.

<b>Daniel Yunker</b>	<i>Kimray, Inc.</i>	<i>Chairperson, Ambassador Team; OK Ethics Board</i>
<b>Sally Boyd</b>	<i>Duncan Oil</i>	<i>Volunteer Coordinator</i>
<b>Bill Turner</b>	<i>Valir Health</i>	<i>Ambassador</i>
<b>Dr. Edward Walker</b>	<i>University of Central Oklahoma</i>	<i>Ambassador</i>
<b>Tara Bradley</b>	<i>ONE Gas (Retired)</i>	<i>Ambassador</i>
<b>Thad Chance</b>	<i>Accounting Principles</i>	<i>Ambassador</i>
<b>Wendy Imes</b>	<i>Duncan Oil</i>	<i>Ambassador</i>
<b>David Mayfield, CPA</b>		<i>Executive Ambassador</i>
<b>Oscar Womack</b>	<i>Coherent Contracts</i>	<i>Executive Ambassador</i>

### REGISTRATION TEAM:

These dependable individuals diligently record our guests' attendance and handle the collection of fees:

<b>Mark Neumeister</b>	<i>D.R. Payne &amp; Associates</i>	<i>Registration Chairperson</i>
<b>Mary Vaughn, CPA</b>	<i>JMA Energy</i>	<i>Assistant Chairperson</i>
<b>Lucius Crandall</b>	<i>SandRidge Energy</i>	<i>Prepaid Registration</i>
<b>Sun Young Kim</b>	<i>Devon Energy</i>	<i>Prepaid Registration</i>
<b>Tiffany Starnes</b>	<i>Devon Energy</i>	<i>Prepaid Registration</i>

### OTHER INITIATIVES:

<b>Jalisha Petties*</b>	<i>Accounting Principals</i>	<i>Senior Member Care Team Member</i>
<b>Susan Loftin*</b>	<i>Parker Lynch</i>	<i>Member Care Team Member</i>
<b>Cherry Wilson*</b>	<i>Parker Lynch</i>	<i>Member Care Team Member</i>
<b>Charlie Ludden*</b>	<i>Ludden Photography</i>	<i>Photography</i>
<b>Creative Photo Video Inc.*</b>		<i>Videography</i>
<b>Brad Holt*</b>	<i>Factor 110</i>	<i>Names tags</i>
<b>Phillip Grimes*</b>	<i>The Creative Guy</i>	<i>Agenda Design</i>

\*Paid Service Provider

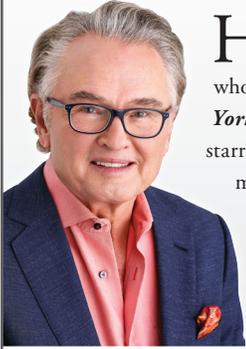
### HORIZON



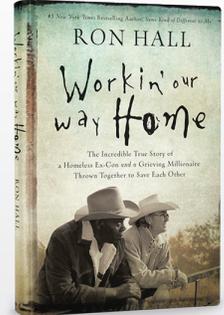
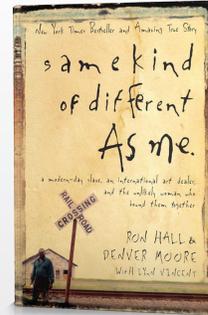
## CO-HOST AN UPCOMING EVENT

Consider co-hosting an upcoming event. Rates vary. Contact Shannon Warren, Founder, at (405) 858-2233 or [okethics@okethics.com](mailto:okethics@okethics.com) for more information.

# Same Kind of Different as Me



Hear Ron Hall, author of *Same Kind of Different as Me* give his personal account of his unlikely relationship as an art dealer with a homeless man who threatened to kill everyone in sight. **His book was highlighted in the *New York Times* Bestseller list for 3-1/2 years** and was later made into a movie starring Greg Kinnear and Renee Zellweger. Inspired by “regular” people who make serious mistakes, it was **among the top five faith-based films in 2017**. And, if you’ve read the book, this is your chance to learn more about the next phase in the lives of Ron and his friends as they faced life with courage, humility, honesty and commitment. It is a compelling story that fills us with hope and optimism.



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**11:30 AM to 1:00 PM  
Cox Convention Center**

*OK Ethics*

# ANNUAL AWARDS



## ROY SPENCE

*Co-Founder & Chairman, GSD&M • Cofounder & CEO, The Purpose Institute*

Roy Spence is Co-Founder and Chairman of GSD&M, a leading marketing communications and advertising company. Roy Spence coined many of the familiar slogans we recognize such as “Don’t Mess With Texas” and “I Am An American.” He is also Co-Founder and CEO of The Purpose Institute, a consulting firm that helps people and organizations discover and live their purpose.

*This Event is Made Possible  
by Our Friends at*



**APRIL 23<sup>TH</sup>**

## OKLAHOMA REGIONAL HIGH SCHOOL ETHICS BOWL



**JANUARY 19**

**HOSTED BY OSSM**

## SIXTEEN SCHOOLS – 32 TEAMS

- Ada HS (2)
- Altus HS (1)
- Dove Science Academy (2)
- Elgin HS (1)
- Lawton HS (7)
- Mercy School (1)
- Metro Tech (1)
- Noble HS (3)
- Norman North HS (1)
- OSSM (2)
- Pawnee HS (1)
- Pryor HS (3)
- Ringling HS (2)
- Southeast HS (3)
- Star-Spencer HS (1)
- Academy of Classical Christian Studies (1)

**VOLUNTEERS NEEDED**

Contact Shannon Hiebert at [hiebert3@cox.net](mailto:hiebert3@cox.net) or (405) 823-1299.

# RESPONSIBILITY: MAKING THE WORLD A BETTER PLACE

## Emerging Issues in Environmental (Sustainability), Social Responsibility and Governance

*Ask yourself – will you be known for just making a buck or will you be remembered for making a difference?*

This panel of experts will share best practices, focusing broad corporate perspectives as well as individual responsibility in the areas of ESG: Environment, Social Responsibility and Governance.

Learn how your actions can make a positive impact within your organization, community and our world.

### PROGRAM OUTLINE

- 1. Kaitlyn Allen**  
*Overview of ESG  
Impetus for Change  
Responsible Investing  
(See Page 6)*
- 2. Chris Kirt**  
*Devon's Practices  
(See Page 8)*
- 3. Miles Tolbert**  
*EPA and unique perspectives  
Chesapeake's culture*
- 4. Dan Torpey**  
*Analytics and integration  
EY's Integrity Agenda  
(see page 9)*
- 5. The future of ESG**

#### "The Challenge of Stewardship"



#### Chris Kirt

*Vice President, Corporate Governance and Secretary  
Associate General Counsel  
Devon Energy*

Shareholder expectations are influencing C-Suite decisions more than ever. Learn about emerging issues that affect our society and what Devon is doing to ensure their ESG initiatives respond to shareholder concerns and drive company performance.

\*\*\*

Chris Kirk is Vice President of Corporate Governance and Corporate Secretary. He also serves as associate general counsel and as chairman of Devon's Environmental, Social and Governance Steering Committee.

Chris has been with Devon since 2008, holding positions of increasing responsibility within the company's legal team until 2018, when he was named to his current position.

Before joining Devon, Kirt worked for Crowe & Dunlevy as a director of the law firm's Tulsa office. He holds a bachelor's degree in business administration from Trinity University and a law degree from the University of Oklahoma. He is a member of the Society of Corporate Secretaries & Governance Professionals and the Oklahoma Bar Association.

#### "Environmental"



#### Miles Tolbert

*Vice President and Associate  
General Counsel  
Chesapeake Energy*

Global warming, pollution and other hot topics concerning the environment dominate the news. Learn what companies are doing to make a difference by promoting a healthy environment, emerging trends and how your organization can create best practices of sustainability.

\*\*\*

Miles Tolbert is Vice President and Associate General Counsel for Chesapeake Energy. At Chesapeake he has responsibility for the company's environmental and regulatory legal issues as well as for litigation arising in connection with Chesapeake's exploration and production activities. Mr. Tolbert came to Chesapeake from Crowe & Dunlevy. Mr. Tolbert was in government service - first as a Law Clerk to the Hon. William J. Holloway, Jr., then as Trial Attorney with the U.S. Department of Justice, next as Chief of the Environmental Protection Unit of the Oklahoma Attorney General's office, and ultimately as Secretary of the Environment under Governor Brad Henry.

A graduate of Stanford University and Harvard Law School, Mr. Tolbert serves on the boards of the Foundation for Oklahoma City Public Schools, the Oklahoma Chapter of the Nature Conservancy, and the Last Frontier Council of the Boy Scouts of America.

### GENERAL PROGRAM DISCLAIMERS:

**LEGAL:** Members of the Oklahoma Business Ethics Consortium frequently share information concerning various issues and developments that may have legal implications. The discussions, commentary, and handouts at Consortium meetings or presentations to other organizations are for general informational purposes only. They cover only some aspects of the subject topic, and do not constitute a complete legal analysis of the topic or how it might apply to any particular set of facts. Before taking any action based on information presented during a Consortium event, participants are encouraged to consult a qualified attorney.

**CPE'S:** From time to time, Continuing Professional Education credits are offered. Because OK Ethics relies heavily on volunteers to provide these, we do not have the manpower to send certificates after the program is completed.

**REMINDER: PLEASE PICK UP CPE'S AT CONCLUSION OF EVENT.**

**PHOTOGRAPHY:** Occasionally, photos of the event are made and these may be posted on the OK Ethics website or Facebook page. By attending the program, participants tacitly understand and agree to this process. If preferences are otherwise, please notify us at [okethicsadmin@okethics.com](mailto:okethicsadmin@okethics.com) or [okethics@okethics.com](mailto:okethics@okethics.com) or call (405) 558-1193 and we will be happy to comply with your wishes.

### PRESENTATION STANDARDS:

The observations and comments of presenters at Consortium meetings and networking are the views and opinions of the presenter and do not constitute the opinion or policies of the Consortium or any of its members. Presenters are respectfully requested to honor OK Ethics Guiding Principles as well as avoid profanity, preaching, politics, put-downs and self-promotion during their lectures. To ensure accountability, participants are invited to evaluate each program according to these and other standards.

**Visit [okethics.org](http://okethics.org) for resources, videos, articles and to see who's who.**

# RESPONSIBILITY: MAKING THE WORLD A BETTER PLACE

## Emerging Issues in Environmental (Sustainability), Social Responsibility and Governance

### “Responsible Investing”



**Kaitlyn Allen**  
President & CEO  
Global Affairs Associates, LLC

Kaitlyn will give an overview of “Responsible Investing,” including trends, drivers, and an outlook on the future. Learn how companies are rated according to their environmental, social, and governance (ESG) performance, and why more and more investors are incorporating ESG data into their financial decision-making.

\*\*\*

Kaitlyn Allen founded Global Affairs Associates, LLC, a niche sustainability consultancy that helps clients bridge business and sustainability, in 2013. We believe that business-centered approaches are crucial for creating long-lasting value. We have helped businesses in the oil and gas, construction, and logistics industries improve their value propositions. Kaitlyn brings a multidisciplinary perspective to business, incorporating international relations, psychology, and sustainable development to help businesses remain competitive while effectively managing their environmental, social and governance impacts.

Kaitlyn earned an M.A. in Conflict Resolution (Government) with distinction at Georgetown University in Washington D.C. and a B.A. in International Relations *summa cum laude* from Trinity University in San Antonio. She has worked in the private, non-profit, and government sectors, and speaks several languages. Kaitlyn is a native Houstonian and currently resides in Houston, TX.

### “Accountability”



**Dan Torpey**  
Partner, US Leader -  
Investigations & Compliance  
Ernst & Young

Dan will provide insights into best practices that EY describes as the “Integrity Agenda”. Based on his investigative experience and working with companies in crisis, Dan will provide practical ways for companies to reduce the gap between leadership’s best intentions and organizational behavior.

\*\*\*

Dan Torpey is a CPA who has spent his career assisting organizations dealing with crisis from a large scale accounting investigation and business litigation. He has been an expert or acted as a neutral arbitrator, or umpire, for disputes including two different billion dollar disputes and has testified at the state, federal and international levels.

Dan currently leads EY’s Investigation and Compliance group in the US where he helps clients investigate the most sensitive matters as well as assist with recommendations to improve and monitor their compliance programs, assist with fraud and compliance due diligence on deals and assist with other forensic accounting matters. This practice also includes managing EY’s Cyber Investigations as well as EY’s Business Intelligence and Integrity Diligence practice.

Dan is a regular speaker at Annual Association of Certified Fraud Examiner’s (ACFE) National and Global Conferences and has published lead cover articles in Fraud Magazine, Internal Auditor, Claims Magazine and Risk Management. He has been a guest instructor at FBI training in Quantico, Virginia on using Analytics to uncover fraud.

### Moderator



**Randall Ross**  
Executive Director  
Oklahoma Accountancy Board

Randy Ross is currently the Executive Director of the Oklahoma Accountancy Board. He received both his BS and MBA from the University of Central Oklahoma while earning All-American status in wrestling.

His career has provided a broad background of public, private and governmental accounting and work experiences. He has served as the Director of Business Taxes at the Oklahoma Tax Commission, corporate controller for an international manufacturing concern and worked in public accounting among his position during his career.

Randy has received numerous awards including National Administrator of the year in 1995, outstanding CPA in industry in Oklahoma 2006, Mayor of the year in Oklahoma for cities over 5,000 in 2011, Distinguished Former Student by the University of Central Oklahoma 2012, awarded the Don Ryder award as the outstanding municipal employee or elected official in Oklahoma in 2014, was inducted into the Oklahoma Accounting Hall of Fame by the Oklahoma Society of Certified Public Accountants in 2015, and in 2016 was inducted into the inaugural class of luminaries of the University of Central Oklahoma. Randy was inducted into the Oklahoma Chapter of the National Wrestling Hall of Fame in October with the award winners of 2017.

When he is not working or performing his duties as the Mayor for the City of Choctaw, Randy enjoys his weekends at the lake and scuba diving somewhere in the world.

### Recommended for 1 CPE in Ethics at the basic level.

Program is suitable at the basic level for individuals who have routine interactions with others that could potentially lead to contentious conversations. OK Ethics makes no guarantees as it is up to the individual practitioner to determine relevance to their specific area of practice.



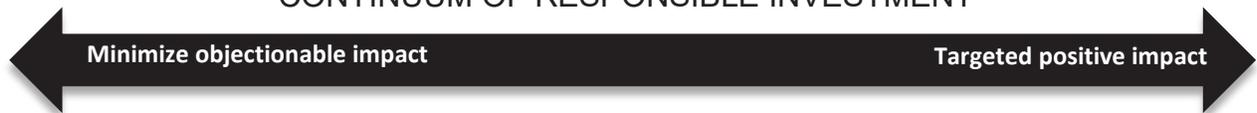
OK Ethics Panel  
Jan. 16, 2019  
Kaitlyn Allen  
Global Affairs Associates, LLC

Material for brochure

### RESPONSIBLE INVESTING KEYWORDS

- **ESG Investing**- the consideration of **environmental, social and governance (ESG)** factors alongside financial factors in the investment decision-making process. (*Remy Briand, MSCI*)
- **Responsible Investment** - an approach to investing that aims to incorporate ESG factors into investment decisions, to better manage risk and generate sustainable, long-term returns (*Principles for Responsible Investment*)
- **Impact Investing** - investments made into companies, organizations, and funds with the intention to generate social and environmental impact alongside a financial return (*Global Impact Investing Network*)
- **Reporting Strategy** – a strategy to guide decision-making regarding an organization’s ESG disclosures that ensures alignment with the organizations’ desired goal(s) for reporting. (*Global Affairs Associates, LLC*)

### CONTINUUM OF RESPONSIBLE INVESTMENT



	Exclusionary Screening	ESG Integration	Thematic	Impact Investing
<b>What?</b>	Excludes a particular company, industry, product, or geographic location	Incorporates ESG risks and opportunities into investment decision-making process	Investments focused on a particular theme	Strategic deployment of capital to achieve an environmental/social return alongside financial return
<b>Examples</b>	Religious organizations, such as church pension funds, may exclude alcohol or arms producers. Divestment from South Africa during Apartheid.	BlackRock announced in 2018 that it will require all fund managers to consider ESG criteria in investment processes.	Morgan Stanley offers a Gender Diversity portfolio. [This ESG factor has a proven correlation with alpha across all industries.]	Mobile health company generates profit while addressing the medical needs of underserved populations.

[Global Affairs Associates, LLC. 2019. Categories adapted from Morgan Stanley Investing With Impact Pitchbook]



## OUTLOOK FOR THE FUTURE

- A. **Engagement from shareholders.** It's now well-documented that companies that properly integrate business-appropriate ESG considerations into their operations can perform better—and company stocks can perform better, too. Because of this, we will continue to see experimentation on the part of financial asset managers and engagement from shareholders to use ESG to drive performance.
- B. **Boards & executive management should become well-versed in ESG matters.** It's important for boards of directors and executive management teams to be well versed in ESG and their companies' governance of ESG matters. There will be growing expectations on the part of the financial community for engagement on these issues and leaders should be prepared.
- C. **Corporations will save \$\$ & heartache by taking time to set a reporting strategy.** As corporations either begin or continue to be deluged with requests for information about ESG, they need to put a strategy behind disclosure. If you just respond to everything that comes in, not only will your team quickly get survey fatigue, but you may be responding to requests that have nothing to do with your industry or individual company—resulting in poor ratings. Creating a business-appropriate ESG reporting strategy is exceedingly important for companies to capture the economic value from ESG performance. (Call us if you have questions.)
- D. **More options for investment.** Options for personal investment will continue to grow, even from the largest and most traditional financial institutions, including Vanguard, BlackRock and Fidelity. Individuals—as well as city and state treasuries, foundations, and pensions funds—can move from passive to active asset ownership. Ask your financial advisors about these options; they may need to research and get back to you because this is new, but it's worth a try.
- E. **Resilient global economy.** The demand from financial markets for ESG transparency and performance will continue to grow, leading to stronger corporate governance of ESG matters. This should contribute to a more resilient global economy that is sustainably healthy and less vulnerable to non-financial risk.

--Kaitlyn Allen, Global Affairs Associates, LLC

# ESG Governance



We view meaningful stakeholder engagement as an important component of our success, so we involve Devon subject-matter experts as necessary to address the issues of concern to our stakeholders. Through our engagements, we've learned that our performance on environmental, social and governance (ESG) matters is increasingly a factor in investment decisions. As a result, we are taking action and working to share our results more effectively.

In 2017, we took action to increase transparency and disclosures on our activities and performance. One of these steps was to form the ESG Steering Committee to improve and ensure the company's responsiveness to ESG matters. The Committee supports Devon's commitment to transparency and assists the management team in setting ESG strategy and overseeing communications with stakeholders.

## ESG STEERING COMMITTEE OVERVIEW

### Purpose

For ESG matters, the Committee:

- Sets the company's general strategy and develops, implements and monitors initiatives and policies based on that strategy.
- Oversees communication with investors, employees and other stakeholders.
- Monitors and anticipates developments relating to and improving the company's understanding of ESG matters.

### Membership

- ~ 14 members
- Employees with expertise in relevant disciplines, including environmental, health, and safety, operations, legal, investor relations, government affairs, corporate governance, finance, human resources, and communications.

### Meetings

- Quarterly, unless otherwise determined.

### Recent Accomplishments

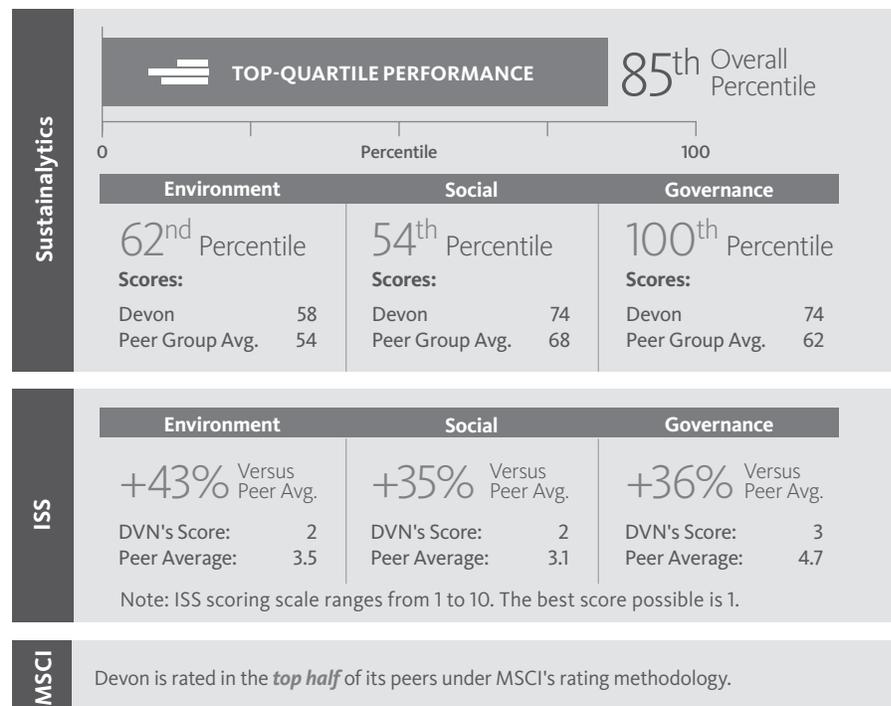
- Publication of Devon's first Political Activity and Lobbying Report
- Oversight of 2018 Sustainability Report
- Publication of climate change scenario assessment

### Reporting

- Management and the board are updated regularly on the committee's work.

As part of its role, the Committee has overseen a number of activities aimed at increasing transparency. For example, it was instrumental in completing an assessment by year-end 2018 of the impact of global climate change policies on Devon's assets. The Committee also led efforts to publish Devon's 2017 Political Activity and Lobbying Report and add other disclosures to our website. To further improve transparency and make it easier for stakeholders to benchmark our performance, we review ESG-focused surveys and assessments like Sustainalytics, ISS and MSCI.

## HIGHLY-REGARDED ESG PERFORMANCE



# The Integrity Agenda

Values, policies, programs and processes — how do you know if they work? How do you know whether they drive daily decision-making?

In short, how do you create, sustain and measure *integrity*?



Building a better working world

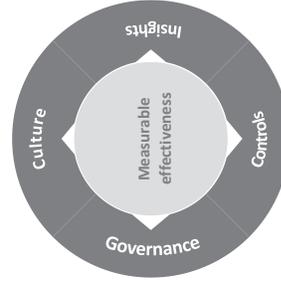
## Integrity as a cornerstone to success

Business leaders understand the importance of integrity to their organization's success. Standard frameworks place ethics at the core of corporate governance.

Companies that view integrity as a competence can more confidently operate in high-risk countries, navigate new markets and potential acquisitions, innovate new solutions and processes, recruit and retain quality talent, and make integrity and transparency part of their relationships with their business partners, vendors and other stakeholders.

Yet, organizational failures illustrate that ethical lapses and shortcuts persist: fines and legal fees mount, executives are jailed, and market valuations decline. Why? Simply put, there is often a gap between intentions and actual performance.

The Integrity Agenda is the bridge. It is a framework for success built on a core set of four elements to enable successful organizations to stay true to their missions, keep their promises, respect laws and ethical norms, and foster public trust in the free enterprise system.



### The Integrity Agenda

Bridging the gap between intentions, actions and measurement

*"The benefits of demonstrating organizational integrity go beyond the avoidance of penalties and can actually improve business performance. This makes sense: doing the wrong thing is a lost opportunity to do the right thing."*

Andrew Gordon  
EY Global Forensic & Integrity Services Leader

## Integrity Agenda Four core elements

### Governance

The structure of integrity management, encompassing board, line management and corporate functions, and the policies that guide organizational behavior.

1

### Controls

Procedures that embed integrity into day-to-day operations, preventing and detecting violations of laws and policies.

3

### Culture

The commitment to integrity that guides decisions across the extended enterprise. A culture of trust is vital for success.

2

### Insights

Data-based insights about emerging risks and integrity performance, driving program effectiveness and enriching employee knowledge.

4

### EY Forensic & Integrity Services

The EY Forensic & Integrity Services practice helps organizations achieve the Integrity Agenda. We understand how organizations balance business goals and risks, how pressures, attitudes and organizational cultures influence employee actions, and how to use information to gauge ethics and compliance program effectiveness.

We bring a skeptical yet practical mindset to assess, investigate and measure thoroughly, reach conclusions objectively, and stand behind what we say to organizations, government

agencies and other stakeholders.

The Integrity Agenda has four core elements that align actions with organizational objectives.

These foundational elements are guided by the science of compliance – the established regulatory and legal standards for effective compliance programs – and the art of using innovative techniques to bridge the gap between organizational intentions and actions. They are also guided by the imperative of measuring outcomes to validate effectiveness.

Daniel Torpey  
Partner



Forensic & Integrity Services

+1 214 969-8373

Daniel.Torpey@ey.com

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About EY  
EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

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# GUIDING PRINCIPLES

Adopted July, 2004

To ensure that the Consortium fosters positive characteristics of integrity in the successful achievement of its goals, these Guiding Principles were discussed and adopted (with revisions) during a milestone planning session held by Consortium leaders in Stroud on June 18, 2004. These principles were developed based on the Character First's values and philosophies.

## RESPONSIBILITY TO SELF AND OTHERS

### Service

- Passion for promoting ethics and integrity
- Encouraging the promotion of ethical behavior through personal actions and
- Sharing ideas and resources
- Responsibility and accountability for fulfilling the mission of the Consortium.

### Collaboration

- Achievement of common goals through the promotion of ethical, mutually beneficial relationships
- Service to the Consortium over promotion of self-interest
- Cooperation emphasized over competition in promoting ethical business conduct
- Members collaborate by being constructively engaged in discussions regarding ethics
- Seeking consensus in interactive discussions regarding ethical matters.

### Respect

- Members may become aware of confidential information shared by others in an effort to determine an ethical course of action. We ask members to be sensitive in recognizing and respecting the efforts made toward achieving ethical behavior. In that vein, public disclosure of this information is discouraged.
- We respect other members and the process by:
  - Exhibiting listening skills and actively listening to discussions
  - Being open to other points of view and outcomes
- We are an inclusive organization and demonstrate this by welcoming members who are in different stages of learning as applied to ethical behavior.

## LEAD WITH INTEGRITY

### Dependability

- Members are asked to demonstrate their support of this initiative by consistently attending meetings.

### Initiative

- Recruiting other members who have demonstrated a desire to promote ethical behavior in their organizations.
- Recognizing what needs to be done to help promote the Mission of the Consortium and taking action to assist in that effort.

### Honor

- Members are asked to honor the Consortium through the practice of integrity and ethical behavior in their business dealings.
- We express gratefulness to our hosts, sponsors and speakers; as well as to those whose volunteer service makes OK Ethics a stronger organization.
- Realizing that each of us is in a mode of continual learning, we demonstrate humility, care and compassion when sharing our thoughts and knowledge.

### Courage

- Speak the truth with confidence and encourage others to do the same.

## INSPIRE TRUST

**We serve and promote the cause of truth with integrity, objectivity and fairness to all persons.**

- We hold ourselves accountable by consistently honoring our word.
- We extend trust abundantly to those who have earned it.
- Trust, once earned, will not be taken for granted, manipulated or abused.

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